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Later retirement

"AT THE BEGINNING of this century there were ten people over present pensionable ages for every hundred younger people of working age; at present there are twenty; and in less than a generation there will be thirty."

This sentence from the latest annual report of the Ministry of National Insurance draws attention to an urgent problem which NALGO, in common with other trade unions, must face. The problem is clearly stated in the Ministry's report.

"The continued lengthening of life," it says, "can be welcomed as a proof of social progress. But unless it is accompanied by a commensurate lengthening of working life, the continuous increase in the proportion of non-workers in the community will eventually place an intolerable burden on the country's economy and jeopardise the maintenance of our social services. It becomes increasingly important, therefore, that wherever possible people should postpone retirement from regular employment to later ages."

In industry, this is happening. At the end of 1948, nearly two-thirds of men workers continued working after the age of 65, and nearly one-half of women workers continued work after the age of 60; about one-third of the men and one-fifth of the women were still in employment at the ages of 70 and 65 respectively.

In the public services, the position is far different. A few men continue at full-time work after 65. A few retire, draw their pensions, and are re-engaged for part-time work. In the main, however, public service officers—and their employers—regard it as one of the facts of life that a man must retire at 65—or even at 60—and a woman at 60.

There are sound historic reasons for this. When the first Superannuation Act was adopted, 65 was considered to be the right age for a man to retire. He had given forty years of his life to the service. The Act provided for his security. He could count on only a few more years. It was time for him to enjoy those years in the leisure his labours had earned—and to give up his place and position to the younger man who was waiting for it.

But those arguments have less force today. Now, the man who has survived to 65 has an expectation of life of nearly 13 more years, the woman of 60 an expectation of nearly 19 years. Thanks to healthier living, many are little less active, alert, and capable of a full day's work—and often a good deal wiser—than they were 20 years earlier. We have learned that, if "retirement is a ticket of death," continued work, to the limit of our powers, is the surest recipe for longer mental and physical life.

There are big obstacles to delaying retirement age. The prospects for younger men are not so rosy that we can countenance any raising of the already formidable barriers to promotion. The man who has worn himself out on the job, or who has planned and looked forward to the chance of a new life retirement can offer him, has earned his leisure and should not be forced to forgo it. The employer who believes that to put his old horses out to grass and replace them with younger ones will speed efficiency will resent any interference with his right to do so.

Nor can there be any rule-of-thumb solution. The problems are largely individual, depending on the health, personality, and wishes of the officer concerned, his position in the service, and the effect of his retention on those who work with him. They must, therefore, be solved on an individual basis.

Superannuation provisions do not encourage a man to continue at work. If he stays in the same job, at the same salary, he must forgo his pension—and can earn by his extra years of labour no higher pension at the end. If he takes a part-time job in the service, at a lower salary, then his pension will be reduced to the point at which pay and pension combined equal his former salary (though, if he leaves the service altogether and gets another job outside, he can draw full pension to add to his earnings on the second job). Is there not a case here for amendment of the provisions to enable the man who does stay at work to continue his contributions and to be entitled to a higher rate of pension when at last he does retire?

These are only some of the problems. They are difficult and complex. But we must not allow that fact to deter us. For, should NALGO fail to seek acceptable solutions, it may wake up one day to find that other solutions, far less acceptable, have been forced upon it.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

Foresight's Saga

A COULD-BE-TRUE STORY

THOUGH it was late and cold, Frank decided to walk home. It had been a memorable evening: his election to the branch presidency and the presentation of a fountain pen and a cheque "in token," as the retiring president had said, "of our appreciation of your untiring work over the past 21 years to further the interests of your colleagues . . ." had been rather overwhelming. The walk would help him to collect his thoughts before telling the family all about it.

"Walking home, uncle?" A young voice broke into his thoughts.

"Oh, hallo, Brian," said Frank, as his nephew, an engineering assistant, joined him. "What did you think of the meeting?"

"Pretty good. Your talk was the highlight."

"That's kind of you, Brian. I was afraid some of you youngsters would think I was preaching."

"On the contrary. I'd never realised before what an interesting history NALGO had. But what I can't understand is what made you, of all people, join it in the first place—and work so hard at it. From what you said, NALGO wasn't so hot in 1926."

"True. I don't suppose more than half the staff were in it then. And you'd never guess what started me in NALGO. My name!"

"Your name?"

"Yes. It happened on my first morning in the office. The chief in those days was one of the old school—a bit of a terror, but keen on looking after his juniors. I hadn't been in the office half an hour before he sent for me. 'So you're the new junior,' he said, glaring at me through the glasses on the end of his nose. 'What's your name—I always forget names.' 'Foresight, sir,' I replied—and I can still hear his laugh as I said it. I was pretty used to having my leg pulled about it, but I couldn't help looking a bit upset, I suppose, and he noticed. 'But that's a name to be proud of, laddie,' he put in quickly. 'We want foresight in this office. And with a name like that, you'll just have to be in NALGO.'

"I didn't know what he was talking about. But he soon explained. Apparently he had been one of the founders of NALGO, in 1905, was a friend of Sir Herbert Blain, Sir Arthur Johnson, and many of the other pioneers, and had played a big part in pushing the 1922 Superannua-

tion Act through Parliament and in getting our own Council to adopt it, the year before I joined. To hear him talk, you'd think it was all his own doing. But he inspired me. He sent for the branch secretary, got me enrolled into membership right away—and whenever he saw me after that, would hail me with 'Hallo, Foresight. Still showing NALGO the right way to go, eh?'

"And that's what started me. I suppose I was flattered by his interest. I was only sixteen, of course, and it was years before I played any active part. But I read the journal, went to branch meetings, and so on, and by the time I was twenty was on the executive. By that time, I suppose, NALGO had got me."

"It certainly had," said Brian. "You've given up all your spare time to it ever since. So what on earth did you mean when you said you'd got far more out of NALGO than you'd ever put into it? That's a pretty tall one!"

"Not a bit of it," replied Frank. "I'll tell you what I've got out of NALGO. First, I suppose, there's the satisfaction of having helped do something for oneself and others in the service. That sounds a bit priggish—but perhaps I'm feeling priggish tonight. I started, you know, at fifteen bob a week. The chief clerk then got only £7—and in his job now I'm on A.P.T. VIII. We had a week's holiday a year, sick leave 'at the discretion of the Council'—and you know what that means—no overtime or subsistence allowances. Oh, NALGO's done something, however much you youngsters grouse."

"Then I got friendship—hosts of good friends, in the branch, on the Council, at the district committee, at Conference. I know you young fellows get cynical when we older folk talk about 'the NALGO spirit.' But it's there, none the less."

"I got a wife, too. I first met Margaret dancing a reel to pipe music at the Edinburgh Conference in '31."

"What's more, NALGO has put money in my pocket."

"Not so much," interjected Brian. "A.P.T. VIII's no millionaire's pay for your job in these days."

"No, I don't mean pay," said Frank. "Though if we are honest, it's not too bad when you compare it with what it used to be. In 1930, as I said, the chief clerk doing my job was getting £350. I'm getting £785. Of course, everything costs twice as much as it did then: but we've kept pace—and the General Division has more than kept pace. Why, in 1930, a general clerk got a maximum of £150. Today, it's £425."

"But it wasn't pay that I had in mind. I mean hard cash from NALGO itself. I shouldn't be surprised if NALGO hasn't put several hundred pounds in my pocket since I joined."

"You old spiv!" laughed Brian. "So that's where our subs go. And I thought all NALGO jobs were honorary!"



"So they are—and I don't mean honoraria paid to branch officers either," said Frank. "They barely cover out-of-pocket expenses, anyway. Look, we're home now. Come in for a coffee, and I'll show you."

Half an hour later, both men were sitting in front of the fire, Frank with a box of papers on his knee.

"Here we are," he said. "My first letter from NALGO H.Q.—from the Correspondence Institute. I started studying for the London D.P.A. in

1928. It took me two years, and it cost me eighteen guineas. Had I taken a less efficient course, I should probably have been pipped, as Harrison was—he took the exam in the same year—and taken three years over it. NALGO saved me money on text-books, too, with its lending library. Here we are—thirty text-books worth £15, borrowing charges £5, saving £10. Therefore, NALGO saved me at least £15 on study alone. More than that, when a senior clerkship fell vacant the following year, I got it—with a £30 rise—though Harrison was a year older, and thus got my money back within twelve months. Today, of course, you boys are still better off: NALGO has got you grants from the council for 75 per cent of study expenses.

"What's next? Oh, yes, insurance. It was in 1930 that the NALGO insurance department was formed. I took out an endowment policy the same year, repayable when I'm 55. By that time, I'll have paid—let's see—yes, £66 10s. in premiums, and I'll draw £100. Net gain £33 10s.—plus, of course, cover for £100 were I to kick the bucket at any time between 1930 and 1965.

Mortgage magic

"Then there was the house. I married Margaret in 1933, when I was 23. We hadn't much to live on, but we lived with my people till 1935, and then we bought a house. We got a mortgage from the NALGO Building Society—they loaned the full amount in those days. £600 the house cost. Mortgage repayments came to about £47 a year. By 1955, the house will be mine—and today, I'm told, it's worth over £2,000. Over the 20 years I'll have paid £934—but we can knock off at least the odd £134 for the amount I shall have saved in property tax—so that's £800 paid out. Now, had we rented a house like this, we should have paid at least £1 a week—say £1,040 in 20 years. There you have it: total payments £800; present capital value £2,250; saving on rent, £1,040. On the house alone, therefore, NALGO has put £2,490 in my pocket. Of course, NALGO had nothing to do with the present inflated value. But if you disregard that, reckon the house as worth only £600 today, NALGO has still saved me £840.

"I took out a comprehensive policy with Logomia when I bought the house: I soon found that its premiums were lower than those of most other companies. Over the years I've probably saved £7 in premiums alone. And I've had some claims, too. Here we are: repairs to burnt carpet in 1942, £5—that was the time a lump of slate exploded in the grate; chimney blown down by a gale in 1944, £10;



broken mirror in 1946, £5—John was playing around with a new air-gun. What's that come to? Premiums paid, let's see—£30; less saving on premiums, £7, less claims, £20. Net cost £3. And all those years I've had complete cover—and today I'm insured for £2,500. Of course, I'd have had the same cover from another company—though I doubt whether any would have been so decent to deal with as Logomia has been."

Protection—and providence

Margaret had come into the room during this last bit after washing up the coffee cups. "Don't forget the family policy," she reminded him.

"Of course," said Frank. "As soon as I got married, I took out a 'Family Income' policy, for 20 years. That cost £1 17s. 11d. a month, and it meant that, if I died before 1953, Margaret would get £100 down plus thirty bob a week for the rest of the 20 years, and a further £400 at the end—not much, but a help while the kids were young. And in 1953, I'll get £500. I've already decided to invest that in the Building Society. The yearly interest at 2½ per cent will be £12 10s. free-of-tax so, by the time I'm 65, I shall have £800. The interest on that will help my pension along and, should I want a hundred pounds or so at any time I shall be able to get it easily—we've promised ourselves a holiday in Italy as soon as the children are off our hands, for one thing."

"You're certainly true to your name," said Brian. "The old town clerk wasn't so far out, after all. But that's all in the future; we were talking about what you'd saved so far."

"All right. Now let's take the Provident Society. That's saved me a few pounds—and a lot of worry. There was that breakdown I had just before the war when the doctor ordered me three months' rest. The Council paid my full salary the whole time. That was before the Charter, of course, but NALGO had negotiated a local scheme. Since I was then getting £500 a year, that meant £125 I mightn't have had, but for NALGO. The Provident Society sent me £2 2s. a week—£27 6s. in all—and paid for two of my four weeks' convalescence—say eight guineas—that's £35 14s., plus salary, £160 14s. altogether."

"But not for nothing," argued Brian. "You'd been paying contributions."

"Only for three years, as it happened," replied Frank. "I joined in 1936—couldn't afford it before. I chose the 6s. 3d. monthly subscription. That's £3 15s. a year. So I paid in £11 5s. over three years and drew out £35 14s. in three months when I needed it."

"Then there was Margaret's operation last winter: she was laid up for three weeks then, as you know. She's been in the Hospital and Nursing Home Scheme since 1936, and in those three weeks she got £46 for hospital and surgeon's fees and £5 for convalescence—she went to Knole Lodge, the NALGO convalescent home at Bournemouth . . ."

"And didn't I dread it," Margaret laughed. "The idea of spending a fortnight with 40 NALGO members, all recovering from illness. But it was marvellous—



one of the best holidays I've ever had. The place is as good as a four-star hotel—and worth much more than the five and a half guineas a week they charge."

"Never mind that," interrupted Frank. "We're talking figures now. And, as you see, for that one illness Margaret got £46, against about £15 paid in contributions—a net gain of £31, thanks to NALGO."



"And there are holidays, too, of course," Frank continued. "We usually go to one or other of the NALGO holiday centres—Croyde, in Devon, or Cayton, near Scarborough. Last year, a fortnight cost the four of us £48—£6 a week each—and I don't suppose we spent more than £5 on extras. Had I not been a member of NALGO, the same holiday would have cost us seven guineas each a week—£58 16s. in all. So that, on that one holiday alone, NALGO saved me nearly £11, more than four times my sub. But, of course, it saved me more, for I don't think you could get as good a holiday elsewhere for less than £10 a head a week. Last year, therefore, I reckon NALGO saved me the best part of £30—and an average of at least £10 every other year we've been. Since we must have had about a dozen NALGO holidays altogether—we couldn't go during the war, of course—that makes another £120 saved, or £150 in all.

"Now can you see what I mean about getting more out of NALGO than I put in—in hard cash as well as in the less tangible things? There are other benefits—the holiday we had in Switzerland in 1946, the cheap library facilities, Margaret's bicycle insurance—but we needn't go into all those. When we started this, I said I thought NALGO had put several hundred pounds in my pocket. Now we've worked it out, it's even better than that—for, on the things I've mentioned alone, I reckon I shall have had more than £1,500 from NALGO, much of which I shouldn't have got if I'd never joined. And, in less happy circumstances, it might have been more. Had I had a real spot of bad luck, for example, the Benevolent and Orphan Fund would have come to the rescue with a grant or a loan, as it has done for thousands. Or had I been run over while on the job, or got involved in a libel case, NALGO's legal department would have looked after me and paid all the costs, however big. Every year, you know, it helps well over a thousand members in the countless legal difficulties we run up against—libel, slander, compensation, pensions, income-tax, and so on—and often wins for them cash they wouldn't get without it. There was that chap mentioned in last year's Annual Report, who fell off a ladder while reading an electricity meter. NALGO got £2,500 for him.

"In fact, I doubt if there's another trade union in the world that does as much for its members as NALGO—and for as low a subscription. It's not bad for a shilling a week—less for most members."

"You're right," said Brian. "I must look into these things. How can I find out all about them?"

"Just ask Bill Carter," replied Frank. "He's branch correspondent of all the ancillaries, and he's got lots of leaflets about them—and about other things I haven't mentioned."

"O.K. I'll do that on Monday."

Here is a list of the pamphlets Brian got. If you, too, want to find out more about NALGO's ancillary services, tick the square opposite the publications you would like, fill in your name and address, and post (1½d. open rate) to headquarters.

TO NALGO, 1, York Gate, Regent's Park, N.W.1.

Please send me, free of charge, the leaflets I have ticked:

GENERAL

Colours Price List

LOGOMIA

Does Your Insurance Really Cover Them?—describes family income assurance

Give Him a Chance—describes children's deferred assurance

Educational Endowment Assurances

Blueprint for Happiness—describes the house-purchase endowment assurance plan

Leaflet about motor car insurance

" " motor cycle "

" " pedal cycle "

" " fire "

PROVIDENT SOCIETY

Sickness Means Extra Expense—describes the sickness scheme

Carefully Balanced Budgets—describes the hospital and nursing home scheme

BUILDING SOCIETY

Leaflet about Investment Service

CORRESPONDENCE INSTITUTE

Prospectus "Advance" (state examination course or single subject required)

BENEVOLENT FUND

The Fund—Its Ways and Works

HOLIDAYS

Croyde Bay Holiday Centre

Cayton Bay Holiday Centre

"Cefn-y-Mynach" Private Hotel

Holidays by train and air (see December 1951 "L.G.S.")

Name

Address

Branch

Croyde's (or Cayton's) careless rapture

STEPHEN DUNCAN describes the unique delights of a NALGO holiday

WHEN I WAS a child, my family—and other families—took their holidays every year at the same place, at the same time, did the same things, and met the same people. The only difference was that at each reunion we were all one year older. It was always August, the wettest month of the English summer, and it was usually raining.

This year I shall take my holiday in June, when the days are longest. I may not meet all the old friends, but I shall make new ones. I shall sunbathe and surfride at Croyde, or laze on the wooded slopes of Cayton.

As I ponder the tantalising alternatives, I am walking in memory along Croyde's sandy beach and through the glades at Cayton. Coming towards me, I see "Spud" or is it "Nobby"? No, it is "Shorty." It is of no moment that "Shorty" is a town clerk, and "Spud" the office boy to a sanitary inspector. I don't suppose that either knows—or cares—what is the other's job. They never mention it. Woe betide either if he should.

Among the delights of the holiday centre vacation is this happy practice of losing one's identity. It is shed, with collar and tie, on the first evening, not to be resumed until it is time to return home. For one glorious week or fortnight, you are no longer Mr. Smith or Miss Jones, with all their cares, preoccupations, and responsibilities, but just a nickname, behind which you can enjoy yourself



with carefree abandon. And how much there is to enjoy: the lighthearted gaiety of the welcome-ceremony; the wit and topicality shown by the volunteer concert party; the leg-pulling in the dining room; the exhilaration of the surf; the rivalry in the beach sports; the Wimbledon-like seriousness of tennis finals; the bowling-green body twisting; the consolation of the whist drive or the snooker tournament on a wet day; the joyous movement of the dances; perhaps even romance in the rustling woods or the moon-drenched sandhills—all these are part of the spirit of NALGO at play. Nowhere else have I found it. Indeed, I defy anyone to tell me of an hotel, a boarding house, or an apartment at a holiday resort, where I could find such a spirit of careless rapture as Cayton and Croyde engender among those who share their pleasures.

And it is all so superbly organised. The manager and his staff answer every question with a smile. Most, indeed,

are answered before they are asked. The orange juice for baby is there, the doctor calls at a certain time, the boat trip leaves at 10 o'clock on Thursday morning, the whimpering child is reported at once to his parents wherever they may be, the bus halts at the entrance to take the departing visitor to the station.

There never was a holiday quite like a NALGO holiday. There is something about it which becomes part of me. I become a small cog in a great wheel, but how that wheel turns! I think the member who is content to go on missing a NALGO holiday is depriving himself of one of the joys of life, which are all too scarce. And it is so cheap, compared with the more formal holiday. Little wonder that many members have to be told each year, when they try to book, "Sorry—full up!" Though there is less chance of that if they decide, like me, to go early—or in September, when days are still warm but shorter evenings beckon to the dance-floor.

You may, of course, be lucky enough to afford a month in Lucerne or Geneva, or a fortnight's climbing in the Tyrol. NALGO can arrange that for you, too. As for me, I ask nothing better than Croyde or Cayton. But which shall it be? That's the real problem.

Peace—and grandeur—at Cefn-y-Mynach

HOLIDAY CENTRES, even those run by NALGO, are not everyone's cup of tea. Some, like Sir Walter Raleigh, "do not like the human race" and prefer to do their holiday-making alone or in small family parties. Some cannot feel entirely at ease unless they can go upstairs to bed. And some prefer to take their holidays outside the summer season, when the holiday centres are closed.

NALGO has provided for these, too, and, since 1935, has had its own small private hotel at Rhos-on-Sea, near Colwyn Bay, on the coast of North Wales. Its name, Cefn-y-Mynach, means Behind the Monastery and, though it has no present significance, typifies the historic interest of its surroundings, fronted by the sea and backed by the romance and grandeur of the Welsh mountains.

It is a perfectly equipped hotel, recommended by the A.A. and the R.A.C. Outside, beyond the sheltered garden, the sea is only two minutes' walk away and there are swimming pool, golf club, roller-skating rink, and cinema close at hand, together with shops and a repertory theatre in the neighbouring town of Colwyn Bay, and everywhere exciting walks and excursions—to the sea-ringed majesty of the Great Orme's Head, to Bangor and Anglesey, to the castles of Conway, Carnarvon, Llanrwst and Ruthin, to the grandeur of the lakes, mountains, woodlands, and waterfalls of Snowdonia. Inside are comfortable lounges and playrooms with billiards, darts, and table-tennis, central heating and log fires should the weather be cold, excellent beds, and food that is famous for its variety and quality.

The hotel is open all the year round to members and non-members of NALGO—but members have priority up to the last day of February for bookings for July and August. Terms vary according to the time of year and are moderate, with special rates for members and for children.

Inquiries should be sent direct to the Manageress, MISS E. L. STOCKDALE, at Cefn-y-Mynach private hotel, College Avenue, Rhos-on-Sea, North Wales.

£46,000 a year for members in need

TO MOST OF US, fortunately, the Benevolent and Orphan Fund is no more than an unseen body which receives our small monthly donation. The money, we take it, is put to good use, but probably few of us realise how many and various are the calls made upon it.

Last year, it spent more than £46,000 in helping nearly 1,000 members or widows and orphans of members in financial stress, either by lump sum grants, regular payments, or loans. Here are six examples :

David, Margaret, and Patrick, aged 14, 13 and 6 are orphans. Their father, a member of NALGO, died in 1944 : their mother committed suicide in 1950. Had the local branch known of her plight in time the Fund would have helped and, perhaps, averted the tragedy. The children are now living in a happy, comfortable home with their aunt. The Fund supplements the children's pensions with regular weekly payments, and every birthday each child receives a money gift.

A member, aged 31, is married and has three children aged 7, 4 and 2. He earns £7 6s. a week ; family allowances add 10s. The youngest child suffers from congenital spinal trouble. She was operated on at the age of four months and has been visiting the London specialist every few months since. Heavy travelling expenses proved too big a drain on the member's moderate income. He applied to the Fund for help, and was lent the money he needed, to be repaid over a long period.

A shorthand typist member contracted glandular trouble

when she was 35 and had to give up her job. When her sick pay stopped, she had only national insurance benefit and her pension, totalling £1 16s. 8d. a week, on which to live. The Fund came to her aid.

Mrs. A, now aged 87, was left a widow in 1936. She had no money and her married children were unable to help her. The Fund made her a weekly grant. Two years ago, she became so feeble that she could no longer live alone and went to stay with a married daughter. Soon she became entirely bedridden, and the daughter, having also a small family to look after, was overburdened. The branch told the Fund, and last February the old lady entered one of the Crossways Trust homes (run by a group of benevolent funds, including NALGO'S) for infirm old people. She is now settled in a pleasant room, and the resident nursing staff is able to give her all the attention she needs.

A member contracted tuberculosis in 1947. He has a wife and two sons, now aged 7 and 4, and his weekly income from all sources is about five pounds. Thirty shillings goes on rent and rates. The Fund has been helping him since 1947 and will continue to do so until he can resume work.

A member died of tuberculosis, leaving a widow and six children aged 10, 9, 5, 4, 2 and 1. State benefit amounts to £5 17s. 6d. a week, but after rent, rates and insurances have been paid there is a balance of only four pounds. The Fund makes the widow a weekly payment and, from time to time, a grant for the children's clothes.

In addition, the Fund has a holiday scheme, which paid out £4,178 on holidays last summer for 393 members and their dependants, and at Christmas it sends hampers to its most needy families—614 last year costing £1,424.

NALGO BUILDING SOCIETY

Current lending terms

Controlled price houses—advances up to 90 per cent of the controlled selling price, for a term not exceeding 25 years

Sitting tenants—advances up to 100 per cent of the purchase price, but not exceeding twice the pre-war value of the property

All other properties—advances up to 85 per cent of the purchase price or valuation (whichever is the lower) provided the advance does not exceed twice the pre-war value

Remember that the interest rate on the Society's shares is now 2½ per cent per annum, and on ordinary deposits 2 per cent per annum

Full details from your local correspondent, branch secretary, or direct from 1, York Gate, Regent's Park, N.W.1



That's life !

A house hunter with a proportion of sense as well as a sense of proportion will look for protection as well as a home for his wife and family—**that's life assurance**

To get that protection at low cost, you need only write to the office that specialises in home safeguard insurances—**that's LOGOMIA**

NALGO Insurance Department,
1, York Gate, Regent's Park, N.W.1.



What are you going to do this winter?

YOU COULD HIBERNATE

—but this won't help you to pass that examination.

Make and keep a new year resolution to qualify for promotion, and another one to fill in the coupon on page 6, for preliminary details of NALGO's courses. You are under no obligation to enrol with the N.C.I. but you can rely upon your own Association to give you a genuine service and you are invited to judge by our 1951 results.★

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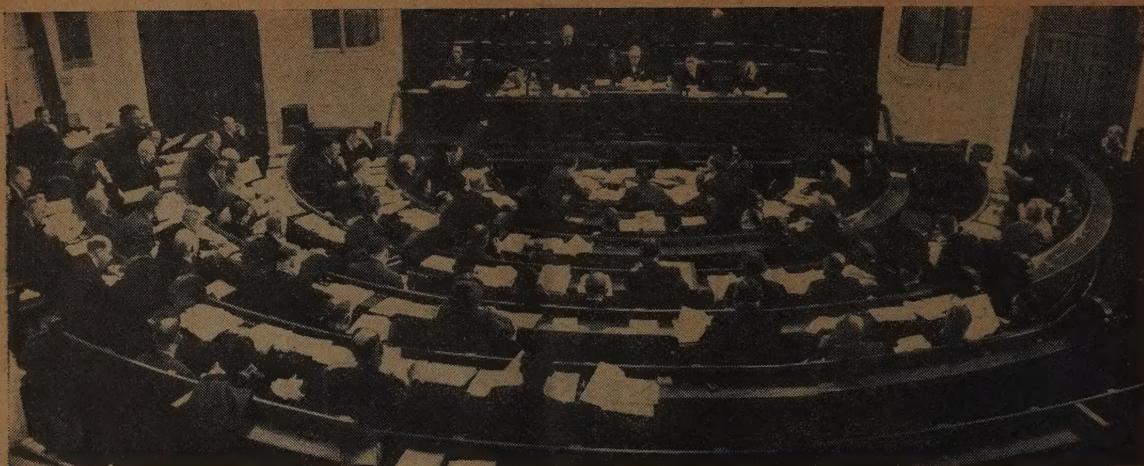
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N.E.C. disposes of 351 items in 420 minutes

MEETING in Birmingham on December 1, NALGO'S National Executive Council approved the minutes of twelve committees, totalling 216 items, heard a long confidential report on the negotiations with the associations of local authorities on the amendment of the Local Government Superannuation Acts, amended and approved a revised Constitution for the Association, made necessary by the decisions of last year's Conference and including 135 separate rules, and bade farewell to one of its members.

It was a programme sufficient to daunt any legislative body, yet the Council got through it in seven hours.

Apart from the fact that it was held in Birmingham, in the City Council Chamber—the first to be held outside London since 1948—the meeting was a normal one. It began at 9.30 a.m. with submission of the minutes of the management committees of the Association's ancillaries, Logomia, the Provident Society, and the Building Society, and of the N.E.C.'s nine committees, responsible, respectively, for service conditions, law and parliamentary work, public relations, education, finance, special activities, general purposes, Benevolent and Orphan Fund, and staff conditions. As each set of minutes came up, the General Secretary, J. H. WARREN, read out the title of each item. If any member of the Council wished to ask a question on any minute, he did so, or, if he wished to speak at length on any item, he formally objected to it, thereby reserving the right to make his point after the initial call-over.

These committee minutes covered every aspect of the Association's work: the reports of the consultative committees for each service represented by NALGO; the manifold negotiations on service conditions; education and public relations activities and plans; legal assistance to members (of which 28 cases were reported); the organisation of holiday centres, overseas holidays, and the convalescent home; and the control, use, and care of the Association's funds and properties. Most were approved without discussion, or after explanation by the committee chairmen, but some were challenged and debated. Members of the Metropolitan district, for example, called for speedier

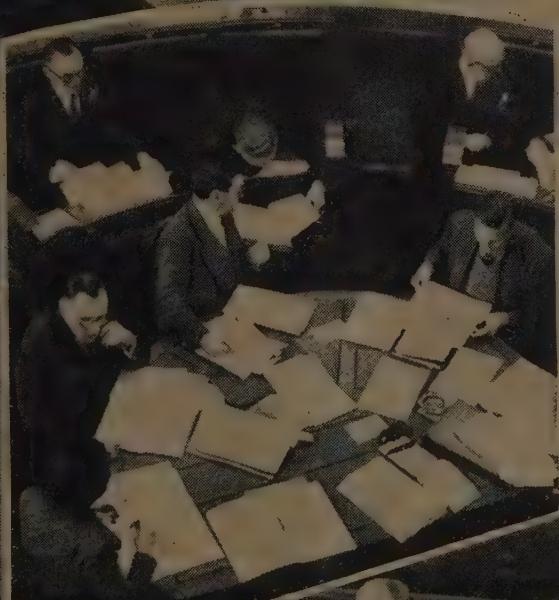
and stronger action to increase "London Weighting" and tabled an amendment. But this was lost in preference to an alternative amendment to bring the matter up at the next meeting of the Council if nothing had been settled before then.

The Council had disposed of all the committee minutes by lunch time. In the afternoon, it heard from the chairman of the law and parliamentary committee a detailed report of the superannuation negotiations, now nearing conclusion, and went on to consider, item by item, the new rules prepared by a special committee for submission to this year's Conference, ending its long day of concentrated work at 5.30 p.m.

Since many of the matters discussed are still under confidential negotiation, they cannot yet be reported. Other decisions, not previously mentioned in "L.G.S.", are summarised on page 19.



H. N. Schrader addresses the chairman of the N.E.C.
C. J. Newman.



Top left : R. B. Webb raises a point of order. Top right : John Warren, General Secretary, calls over the minutes. Centre : G. R. Ashton, vice-chairman, service conditions committee, confers with John Davis, chief organisation officer. Extreme left : E. L. Riley advises the council on the draft rules. Below : Many items called for weighty consideration.



Bottom left : A. E. Kay submits an amendment, and metropolitan district colleagues discuss what to do if it falls. Bottom right : The council rejected the amendment.



More steps to efficiency

Many readers have responded to our invitation for suggestions on how to improve the efficiency and "productivity" of the public services with which NALGO is concerned. Here is a further selection. We shall welcome more.

LOCAL GOVERNMENT

"More power for the professional"

from GEORGE MANN, A.L.A., borough librarian, Todmorden

IN A NON-PRODUCTIVE business such as local government, labour costs far exceed the cost of materials. Time is money—so why waste it? Is it not true that the principal time-waster in local government is the committee system, and that this system has outlived its usefulness?

Today, local authorities appoint professionals to executive posts. These professionals are chosen for their ability and their qualifications. Why, then, having acquired a good dog, do councillors continue to insist on barking themselves?

It would be a sufficient safeguard were committees to meet twice a year, at six-monthly intervals. Estimates could be prepared by department heads, in collaboration with treasurers, and go direct to the council for approval. This would enable the committee to serve as the policy-making body, solely and completely. The professional in charge of the department would be able to get on with his job without the waste of time involved in too frequent committees; and there is no doubt that the resulting greater dependence of local authorities upon the initiative of their servants would lead to a general increase in efficiency.

The effect of our system of local government has been to centralise and formalise administrative methods. But central control does not make for efficiency. What is needed is more opportunity for the man on the spot to use his initiative—more power for the professional.

Interchange of staffs

from "ALLOY"

WE COULD EFFECT economy and thereby increase efficiency, by introducing schemes for the interchange of staffs, not only between one department and another but between one authority and another.

As a technician, I consider that many junior assistants could be switched from one technical department to another, as the emphasis or degree of priority given to different tasks changed.

In a county borough, especially where all technical work is under the borough

engineer, such interchange is simple. But why not extend it to operate between county councils, non-county boroughs, and urban and rural districts? For example, the emphasis today is on housing, and there is a lull on road work. Why not, therefore, detail one assistant county surveyor and four assistants to help local surveyors in the technical work needed for the construction of roads and sewers for housing estates? And why not transfer assistants on loan to undertake some of the planning surveys needed for the preparation of development plans? Possibly similar interchanges of staff could be made between some of the non-technical departments.

The success of such schemes would depend on the goodwill and co-operation of the department chiefs. Let them examine their "little empires" and consider whether greater general economy and efficiency would not be achieved by the adoption of some form of mutual assistance scheme.

Personal "O and M"—and no tea!

from WILLIAM PAINTER, libraries department, Stepney

SO MANY ECONOMIES have been made in local government recently that the chief scope for increased production and efficiency now lies in the reform of administrative methods.

The O. and M. team which is investigating the working of the metropolitan boroughs will be mostly concerned with the major parts of the machinery. But we who make up the tiny cogs and wheels might well follow its lead and apply an O. and M. technique to our individual jobs. Why not, therefore, an "opposite number" O. and M. team, sponsored by the trade unions, to study the staff in relation to work performed? We could benefit just as much as industrial workers from the application of time and motion studies. By streamlining our actions, we could save many valuable minutes each day, which, over a year and multiplied by the 150,000 local government officers throughout the country, would make a big contribution towards solving the problem of combining maximum efficiency with maximum economy.

One "institution" which we could reform without external prodding is the tea session which, twice a day, checks the

momentum of the administrative machine just as it has reached its peak. Our working hours are not unreasonably long, so is there not a case for cutting out tea altogether?

And if we must have tea, we could at least provide it efficiently: don't have the junior clerk running out for the milk while the typist is making the tea and the second clerk is arranging the cups. It would save time and labour to compile a roster allocating one person only for each brew—or, better still, in a large department, to establish a kitchen staffed with a tea-maker and server.

"Featherbedding" the handicapped?

from LEONARD R. PERRY, senior clerical assistant, welfare department, Birmingham

IT IS three-and-a-half years since the introduction of the National Assistance Act gave local authorities in the words of a Ministry of Health circular, "the opportunity to substitute a modern welfare service for one which had perforce to be based on outmoded legislation for the relief of destitution." What has been the result of this well-meaning attempt to create a more humane social service for those in need?

The modern welfare officer will agree that the social stigma which formerly attached to the inmates of a "workhouse" is beginning to fade. But he may regret the passing of the old relieving officer, the man who could not "pass the buck" by deciding that a particular case did "not come under the provisions of the Act" and that the applicant must apply elsewhere.

He sees, too, against the background of the many for whom he cannot find adequate accommodation, the strange combination of reception centres where sympathy and public money are wasted on men who have no intention of doing an honest day's work, National Assistance Board offices at which immediate cash assistance may, apparently, be given to those accomplished in the art of telling a heart-rending hard-luck story, and residential homes for the aged in which the local authority often provides a standard of comfort (fush carpets, television sets), higher than that he enjoys in his own home.

The new service—like most of the idealistic legislation on which the Welfare State has been erected—ignores the many facets of human nature. Under it, idlers use the reception centres as doss-houses and laugh at the idea of rehabilitation, the National Assistance Board is "fair game" for anyone, and many old people are being kept at the ratepayers' expense because their children, often living in comfortable circumstances, refuse to look after them and cannot be made to do so.

How can we remedy the position? The waiting lists for the old people's homes could be reduced by a stricter interpretation of a "person in need of care and

attention." This will have to be done sooner or later, since the proportion of old people is steadily increasing, while the accommodation for them cannot expand indefinitely.

The reception centre is more difficult. It is useless showing sentiment and kindness to men who will not help themselves. There may be a minority who, with guidance and understanding, could be helped to re-adapt themselves to normal life, but the majority are hardened, cynical idlers, representing a social problem for which the National Assistance Act does not hold the answer.

Another problem to be solved is that created by the variation in the extent to which different authorities have applied the Act—in assisting certain classes of disabled persons, for example, and in standards of residential accommodation. Again, some have used the agency services of voluntary organisations: a praiseworthy attempt to combine all aspects of welfare, but unfortunate insofar as it tends to reduce the "voluntary" aspect of these organisations.

A way to cut housing costs

from T. H. HOOK, housing department, Watford

HOUSING is today a major headache for local authorities as well as for the central government. In dealing with it, we tend to concentrate on the financial problems and to overlook the social ones. Yet we should both reduce the cost of the service and enhance its efficiency were we to develop a "property conscience" among tenants.

Too many tenants regard the provision of a house as an unquestioned right, consider the local authority, in common with the private landlord, as an exploiter, neglect the property in their care, and look on every defect, large or small, as an example of the landlord's wicked devices.

The tenant cannot, of course, be held responsible for structural defects, or for repairs calling for technical skill. But there are many small repairs—simple cistern faults, replacement of tap washers, fixing of window latches, attention to fences, and the like—which he could normally do himself but which he neglects until they lead to more serious defects, and then calls on the authority to do for him. These are small items, but, in total, they involve heavy cost, mainly in labour.

It is therefore essential, though unfortunate, that a more vigorous effort be made to educate municipal tenants in civic and social responsibility. This is primarily a task for housing management. Where necessary, councillors and officers (financial, technical and managerial), must make co-ordinated efforts to tackle this problem putting the landlord's case, with facts and figures, and explaining how greater co-operation by tenants would help both them and the community.

ELECTRICITY SERVICE

Workers' morale the key

from a sub-area accountant

PROBABLY THE MOST important single factor in the efficiency of an industry is the morale of the workers engaged in it. If that is good, it will overcome minor deficiencies in general organisation and result in greater efficiency than would be achieved were organisation to be good but morale poor.

It is too early yet to say whether the general pattern of organisation in the electricity industry is good. Many consider that the divorce of generation from distribution is artificial and leads to duplication of effort, and that, within the area boards, the three-tier organisation of headquarters, sub-area, and district, leads to overlapping and confusion of responsibilities. Whilst I do not entirely share this view, I agree that the organisation could be improved. It is probable that, in a year or two, we shall be able to obtain useful ideas on how to do this from a study of the differences in the organisation of the gas and electricity industries.

The important thing to-day, however, is to ensure that the morale of the staff is high enough for them to make the most effective contribution to efficiency. Morale has suffered since nationalisation from the constant fault-finding attitude of the popular press. Apart from this, I think that we have lost some of the enthusiasm for the job which existed in the local government days. This may be a result of the increase in size of the employing authority, although, in the board in which I am employed, every effort has been made to keep staff informed of developments and the reasons for them. I do not think that staff have used the local advisory committees as much as they might have done to make suggestions for improving "efficiency in the operation of the services of the boards." My own board has had a suggestion scheme with cash prizes since soon after vesting date, but the response from the administrative staff has been extremely poor.

Further, every office worker ought to know exactly what job he is doing, why he is doing it, and where it fits into the general pattern of the organisational unit in which he is employed. If he does not know, then he should keep on asking until he finds out—and he should seek continuously for a better way of doing it. It is surprising how many jobs are done and done in a particular way because they have always been done that way.

Post-entry training is officially encouraged and monetary assistance is given. Every senior could and should supplement this by encouraging, explaining, and helping those below him. Finally, as public servants, we have a duty to give of our best. Our hours of duty are not onerous:

holidays, sick pay, and superannuation rights are not ungenerous; is each and every one of us satisfied at the end of every day that we really have done a hard and effective day's work? If we are, then we have made our greatest contribution to efficiency.

GAS SERVICE

"Efficient today"

from R. W. ILEY, technical officer in charge of maintenance of appliances and public lighting, Northern Gas Board.

I CONSIDER the gas industry to be efficient today—probably because it has had to face strong competition.

Former company staffs have been trained to meet this competition by giving ever better service and, as servants of the public, were always on their toes. Officers were allowed a large measure of freedom in carrying out their duties, subject to gentle control to keep within a proper policy. This developed confidence and was of benefit to both consumer and company.

These conditions, in my area at least, remain under nationalisation. Those in charge know how to delegate authority, and the staff live up to the confidence reposed in them. The welding of companies of varying size and policy into one service, without cessation or hindrance of supply, has been carried out gradually.

The future efficiency of the industry lies, in my opinion, in maintaining this policy. We have taken within our divisional area several small companies which had neither capital nor consumers to develop, as had the undertakings in the large industrial areas. Steps are being taken to bring these units up to standard. Our instructions were plain: "Do not think that because their ways are different from ours that they are necessarily wrong. Do not change anything until we are satisfied that we are changing for the better. Be tactful and helpful."

As these units are developed, the cost is bound to show in the price charged for gas, but service will be given to selected areas and I am sure that this policy will give a good return for money spent.

To give the industry the staffs to maintain and enhance this efficiency, NALGO's policy should be: Good salaries and conditions of service; Educational facilities planned to serve the industry; and

Personnel officers to show staff—and workmen, too—their prospects and to place them, wherever possible, to suit their individual potential worth.

These measures, together with sufficient authority in areas and divisions to carry out policies to suit local requirements, with the Gas Council to watch the progress of all areas and to blend the best to suit the requirements of the whole industry, should enable the industry to maintain and enhance its already high efficiency.

MY BOOKSHELF

by EDWARD KAY

THE EFFECT of welfare legislation in reducing poverty is examined by A. SEEBOHM ROWNTREE and G. R. LAVVERS in *Poverty and the Welfare State* (Longmans. 7s. 6d.). Mr. Rowntree made a social survey of York in 1899 and 1936. Now, with a team of investigators including the medical officer of health, the city engineer and architect, and the chief sanitary inspector, he and his collaborator have measured the changes. The volume of poverty, they find, is one tenth of what it was in 1936; their definition is indeed stringent—a family of five with an income more than £5 a week is above the line. An interesting chapter shows the importance of non-state pensions in lessening the volume of poverty; in the 1936 survey, some retired local government officers were doubtless included in the lowest income classes; today, thanks to superannuation measures initiated by NALGO, this cause of impoverishment is less widespread. Yet the book leaves no room for complacency, for not only is life bitter for the still substantial minority who fall into the poverty class, but it is far from easy for the many thousands who can just make do.

Freedom for local government

D. N. CHESTER'S *Central and Local Government* (Macmillan. 30s.) is a thorough statement of the way central and local government interact and an analysis of the principles on which they ought to be based. Mr. Chester is a whole-hearted advocate of greater freedom for local government: Why is it (he asks) that the Lancashire county council cannot, but the North Western area gas board can, be trusted to run its everyday affairs properly? Accepting the doctrine that a free and vigorous local government is essential to a democratic way of life, he offers many practical suggestions for restoring the independence which is menaced by the intensification of Whitehall control.

London and its river

MILICENT ROSE, an historian with a keen eye for visual beauty and a sense of human values, has written an entertaining and informative book on *The East End of London* (Cresset Press. 31s. 6d.). L. T. C. ROLT'S *The Thames from Mouth to Source* (Batsford. 21s.) has 28 handsome plates and a vigorous and sometimes lyrical text.

Law and administration

The Action Society Trust's studies of the way nationalised services are running were mentioned in the December leading articles. In addition, there are *Accountability to Parliament*, *The Men on the Boards*, *The Powers of the Minister*, and *The Extent of Centralisation* (2s. each from the Trust, Church Road, Claygate, Surrey).

Local Government Financial Statistics is a learned guide by V. J. OXLEY to the sources of statistical material about the finances of local authorities (Allen & Unwin for the I.P.A.. 7s. 6d.).

A summary for laymen of a complex and obscure topic is ESTHER DANGERFIELD'S *The Law of Rent Restrictions* (Stevens. 8s. 6d.).

The price of "Home Work" with a Difference (National Association for the Prevention of Tuberculosis. 10s. 6d.),

the 76-page pamphlet on paid employment for tuberculous patients in their homes, will deter many prospective purchasers, but specialists will find it worthwhile.

H. HEGINBOTHAM, youth employment officer for Birmingham, in *The Youth Employment Service* (Methuen. 8s. 6d.), surveys comprehensively through the eyes of a field worker a topic which has hitherto been covered only partially by specialist writers.

Hospital management

A committee of the Institute of Hospital Administrators has done a pioneering job in its report *The Administration of the Hospital Service*. (5s.) It conveys much useful information, and advances well-reasoned opinions on many topics.

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Service conditions news

LOCAL GOVERNMENT by J. C. HAMILTON

Tribunal awards £940 rise to Durham chief officers



THE Industrial Disputes Tribunal has found in favour of a claim made by NALGO that Durham County Council should implement the recommendations of the Joint Negotiating Committee for Chief Officers of Local Authorities, in respect of salary scales of its treasurer, engineer and surveyor, architect, and director of education.

These officers were on a salary scale of £1,660, rising by four annual increments of £100 to £2,060. The recommendations provided that a county council with a population of between 400,000 and 600,000 should pay its chief officers salaries of up to £2,700 \times 100—£3,000, and that a county council with a population exceeding 600,000 should pay salaries at its discretion. The population of Durham is 903,000.

On behalf of the Association, it was stated that 752 out of a total of 1,270 local authorities affected by the recommendations had already applied the scheme or were operating conditions not less favourable. It was submitted that it was the intention of the Joint Negotiating Committee that in a county council with more than 600,000 population, the minimum salary should generally be higher than that applicable to authorities in a lower population group; that, in fact, the salaries paid by all county councils but one (in which case the adoption of the recommendations was under consideration) in the 400,000 to 600,000 population group, and of twenty county councils in areas with populations lower than 400,000, were in excess of those paid by the Durham County Council; and that the scales at present paid by the Council were those appropriate to areas with a population between 100,000 and 150,000.

It was further stated that in applying Award No. 2285 of the Industrial Court, which provided salary scales for medical officers of health on a basis similar to the recommendations of the Joint Negotiating Committee, the County Council had, in the exercise of the discretion given by that award, fixed a scale starting at £2,700 with three increments of £100. It was contended that the County Council had not, in its consideration of the recommendations of the Joint Negotiating Committee, exercised its discretion in

the fixing of salary scales in a proper manner.

It was submitted that the Tribunal, if it found that the Association's claim had been established, should also, if it considered that such a decision was within its jurisdiction in the light of the terms of reference, specify the salary scale which should be applied; in this case the Association would contend that the minimum commencing salary of the officers concerned should be at least as high as the maximum applicable to areas within the 400,000 to 600,000 population group.

On behalf of the County Council, it was submitted that at no time did it specifically assent to the proposals of the Joint Negotiating Committee nor were its views ever sought on the recommendations; that the County Council dissented from the recommendations, being of the opinion that the salaries at present paid to the officers concerned were adequate for the duties and responsibilities undertaken by them, and in the light of the economic history of the County of Durham; and that, because of the likelihood of public criticism in the electoral field, the County Council had decided that it would only pay such salaries to its chief officers as were laid down by awards of the Tribunal or of the Industrial Court. It was stated on behalf of the Council that it had no desire to take advantage of any doubts, if such there were, about the jurisdiction of the Tribunal to fix a specific salary scale, that it was the Council's wish that the Tribunal should

make an award specifying the scale of salaries to be paid to the chief officers concerned, and that it would apply the terms of any such award without question.

The Tribunal found in favour of the claim, and decided that the County Council should pay the four chief officers concerned the salaries recommended for a county council in the 400,000—600,000 population group, i.e. £2,700 \times 100—£3,000.

The award confirms the Association's contention that the recommendations, or conditions not less favourable, must be adopted by all local authorities. Steps are now being taken to ensure that this is done.

Valuation panel staffs

In response to the claim submitted by NALGO in association with the Society of Clerks to Valuation Panels, the Ministry of Housing and Local Government is now prepared to approve the following revised scales for valuation panel staffs, with effect from October 1, 1951:

General division assistants

Age	Men		Women		
	Salary	Inc.	Age	Salary	
16	£150	£15	16	£130	£12
17	165	15	17	132	12
18	180	20	18	144	16
19	200	20	19	160	16
20	220	25	20	176	20
21	245	25	21	196	20
22	270	20	22	216	16
23	290	20	23	232	16
24	310	25	24	248	20
25	335	25	25	268	20
26	360	20	26	288	16
27	380	20	27	304	16
28	400	10	28	320	8
29	410	15	29	328	12
30	425	—	30	340	—

Assistant clerks to panel with whole-time clerks

Class D £400-£445

The Ministry has not granted the increase claimed for clerks and other assistant clerks, and consequently further representations have been made.

GAS SERVICE

by G. H. NEWMAN

Further increase in salary scales agreed by N.J.C.



INCREASES in the existing salary scales, ranging from £5 to £25, were agreed by the National Joint Council at its meeting on December 11. The new rates are to operate from January 1. Briefly, the new agreement provides for an extra £5 at age 16, £10 at ages 17 to 20 (Grade A and APT 1), £15 at ages 21 to 25 (Grade A), £20 on Grades B, C and

D, £15 on the first five steps of APT 2, 3, and 4, and £20 on the remaining steps, £20 on APT 5 and 6, and £25 on APT 7 to 12. Women will receive 80 per cent of these increases.

Thus, the Provincial "A" scale for men will be as follows, plus £30 for metropolitan rates, and less £15 for Provincial "B" rates, on all grades.

Clerical grades

Grade A—£160 (at age 16) \times 10 \times 20(3) \times 30 \times 25 \times 20(2) \times 15—£340 (at age 25)
Grade B—£365 \times 15(4) \times 20—£445
Grade C—£430 \times 15(4) \times 10—£500
Grade D—£485 \times 15(5)—£560

A.P.T. grades

APT 1—£160 (at age 16) \times 10 \times 20(3) \times 230 (at age 20)
APT 2—£290 \times 15 \times 20 \times 15(2) \times 30 \times 15(3)—£430
APT 3—£290 \times 15 \times 20 \times 15(2) \times 30 \times 15(5)—£460
APT 4—£290 \times 15 \times 20 \times 15(2) \times 30 \times 15 \times 20(4)—£480
APT 5—£445 \times 20(4)—£525
APT 6—£475 \times 20(4)—£555
APT 7—£525 \times 20(4)—£605
APT 8—£565 \times 20(4)—£645
APT 9—£595 \times 20(5)—£695
APT 10—£645 \times 25(4)—£745
APT 11—£670 \times 25(5)—£795
APT 12—£720 \times 25(5)—£845

Overtime

The N.J.C. also had before it the staff side's proposals for payment of overtime, but the employers asked for more time to consider them.

Agreement with B.G.S.A.

At its meeting on December 1, the National Executive Council agreed to the British Gas Staffs Association's suggestion that the 1950 agreement on transfers of membership should be amended. As a result :

Clause 3 of the agreement has been deleted. This provided that where the majority of non-manual employees in a gas undertaking were members of one of the two trade unions, the other trade union, if it had not already members among the non-manual employees in that undertaking, should not commence organising activities unless by agreement with the other union.

Clause 4 of the agreement has been amended by the addition of the words printed here in italics, to read : Neither trade union shall accept into membership a member of the other trade union, or a person who has been in membership of the other trade union during the previous six months, without inquiry and agreement ; provided that agreement shall not be unreasonably withheld. The trade union concerned shall be under an obligation to reply to an inquiry within fourteen days.

Senior officers

When the Senior Gas Officers Joint Council met on November 28 it discussed the procedure by which ballots should be held under Clause II (a) of the Council's constitution to determine which categories of officers wish to have their terms and conditions of service settled by negotiation. Senior officers will be sent details of the purpose and machinery of the ballot.

Other matters discussed included the avenue of appeal for the senior officer whose post has been graded under the staff agreement ; the transfer of the rights of officers in inventions to area boards ; a sick pay scheme ; a holiday scheme ; and pensions. It was agreed that the officers' side should formulate proposals for sick pay and holiday schemes for consideration by the Council.

HEALTH

by G. W. PHILLIPS

Industrial Court awards pay rises to senior hospital officers

SALARY INCREASES ranging from £20 to £250 for many senior administrative officers of hospital authorities have been granted by the Industrial Court in its award on the staff side claim referred to it after the two sides of the Administrative and Clerical Staffs Council had failed to agree. Though not granting as much as the staff side claimed, the award is a big improvement on the offer made by the management side.

The award was published just before this issue of "L.G.S." went to press, and it had not then been considered by the Whitley Council and embodied in an agreement. Officers should not approach their employing authorities until the official circular has been issued.

The award is as follows :

Hospital Management Committees and Boards of Management

Secretary	Points	£
4½—10	£745 \times 30(5) \times 35(3)	—£1,000
10½—20	£890 \times 35(4) \times 40(3)	—£1,150
20½—30	£1,040 \times 40(4) \times 50(2)	—£1,300
30½—40	£1,160 \times 40(1) \times 50(3)	—£1,450
40½—50	£1,275 \times 50(5) \times 75(1)	—£1,600
50½—60	£1,400 \times 50(4) \times 75(2)	—£1,750
Over 60	£1,500 \times 75(4) \times 100(1)	—£1,900

Finance Officer

Points	£
4½—10	£565 \times 25(6) \times 30(2)
10½—20	£635 \times 25(3) \times 30(5)
20½—30	£720 \times 30(6) \times 35(2)
30½—40	£865 \times 30(2) \times 35(3) \times 40(2)
40½—50	£1,020 \times 40(5) \times 50(1)
50½—60	£1,150 \times 40(2) \times 50(4)
Over 60	£1,220 \times 50(6)

Supplies Officer

Points	£
4½—10	£530 \times 25(7) \times 30(1)
10½—20	£600 \times 25(4) \times 30(4)
20½—30	£690 \times 30(8)
30½—40	£835 \times 30(3) \times 35(3) \times 40(1)
40½—50	£960 \times 35(2) \times 40(5)
50½—60	£1,110 \times 40(2) \times 50(4)
Over 60	£1,190 \times 40(1) \times 50(3)

Hospital Secretaries

Points	£
0—5	£425 \times 15(2) \times 20(3)
	£465 \times 20(3) \times 25(2)
	£535 \times 25(5)
5½—10	£535 \times 25(5)
	£605 \times 25(4) \times 30(1)
10½—20	£605 \times 25(4) \times 30(1)
	£710 \times 30(5)
20½—30	£710 \times 30(5)
	£830 \times 30(3) \times 35(2)
Over 30	£830 \times 30(3) \times 35(2)
	£930 \times 35(2) \times 40(3)

The choice of the appropriate scale within each points range to be at the discretion of the management committee or board of management, the individual officer to have the right of appeal under existing appeals machinery if he considers that the higher scale is justified on merits.

Boards of Governors—Undergraduate

Secretary	£1,850 \times 100(4)	—£2,250
Finance Officer	£1,250 \times 50(5)	—£1,500

Postgraduate

A. Secretary	£1,500 \times 75(4) \times 100(1)	—£1,900
Finance Officer	£1,040 \times 40(4) \times 50(2)	—£1,300
B. Secretary	£1,350 \times 50(4) \times 75(2)	—£1,700
Finance Officer	£925 \times 35(3) \times 40(3)	—£1,150
C. Secretary	£925 \times 35(3) \times 40(3)	—£1,150
D. Secretary	£775 \times 30(4) \times 35(3)	—£1,000

Regional Hospital Boards

Secretary	£1,600 \times 75(4) \times 100(2)	—£2,100
Group 2	£1,500 \times 75(4) \times 100(2)	—£2,000
Group 3	£1,450 \times 50(1) \times 75(2) \times 100(1)	—£1,900
Group 4	£1,350 \times 50(3) \times 75(4)	—£1,800

Treasurer

Group 1	£1,400 \times 50(2) \times 75(4)	—£1,800
Group 2	£1,350 \times 50(4) \times 75(2)	—£1,700
Group 3	£1,275 \times 50(5) \times 75(1)	—£1,600
Group 4	£1,145 \times 40(2) \times 50(5)	—£1,475
Group 5	£1,040 \times 40(4) \times 50(1)	—£1,250

Area Secretary

£1,040 \times 40(4) \times 50(1)	—£1,250
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Assistant Secretary (at present styled Senior Administrative Officer)

Groups 1, 2 and 3	£885 \times 30(1) \times 35(3) \times 40(2)	—£1,100
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The groups are :

Group 1. Four Metropolitan regions, Birmingham, Manchester, Sheffield, Glasgow.

Group 2. Bristol, Leeds, Liverpool, Newcastle, Wales, Edinburgh.

Group 3. Oxford, East Anglia.

Group 4. Dundee, Aberdeen.

Group 5. Inverness.

The scales of salary for the grades of deputy secretary, deputy finance officer, and deputy supplies officer of hospital management committees, boards of governors, and boards of management, and of deputy secretary and deputy treasurer (at present styled assistant treasurer) of regional hospital boards shall be in each case two-thirds at the minimum and maximum of that awarded for the grade of their principals (i.e. according to points range or group as the case may be) with increments appropriate to the salary range of the resultant deputy scale.

The scales of salary herein awarded shall be applied as from May 1, 1951, in respect of officers of hospital management committees, boards of management and boards of governors and as from October 1, 1950 in respect of officers of regional hospital boards.

Officers at present in post shall enter the new salary scales applicable to them at the point they would have reached if the scales had been in operation since July 5, 1948, or the date of first appointment to their present post, whichever is the later; or alternatively, if more favourable, officers whose existing salary is £760 or less shall receive a fixed assimilation of £50 and then proceed up the new scales by normal increments (their point of entry to the new scales being the figure of their existing salary plus £50) provided that no officer shall exceed the maximum of the new scale applicable to him.

The operation of the new scales shall not result in reducing the salary of any officer in post and officers shall have the option to retain their existing salary scale.

Transferred and "protected" officers who have hitherto elected to remain on their pre-July 5, 1948, salaries, or their "protected" salaries as the case may be, shall be given an option to transfer to the scales of salary now awarded as from May 1, 1951, or October 1, 1950, as the case may be, and to enter the new scales in accordance with Part C of AC Circular 7.

The Court make no award in respect of the claim for increased London weighting. This is a matter which affects other grades in the health service in addition to those concerned in this award, and if this matter is to be reconsidered it should be considered by all the Whitley councils concerned.

Except as provided herein and except in the matter of the salary scales for secretaries, finance officers, and supplies officers of hospital management committees (in Scotland, boards of management); in hospitals of under 4½ points, which, in the course of the hearing, it was agreed should be determined individually by the Whitley council, the Court find against the claim by the staff side and the offer by the management side and award accordingly.

ADMINISTRATIVE AND CLERICAL STAFFS COUNCIL

Pay "mark time" scheme ended

AC Circular 12A provided for a recount of points to be taken at April 1, 1950, and para B4 (a) and (c) provided that, when this recount put the hospital management committee or board of governors into a lower points group, senior administrative officers should mark time on their existing salaries from March 31, 1951, without further increments, pending a decision by the Whitley Council on general arrangements for the effect on salaries of rises or falls in points.

The Whitley Council has not yet reached a decision on these general arrangements. It has, however, agreed, without prejudice to future discussions, that the mark-time arrangements should be withdrawn. Officers who have been marking time since March 1, 1951, should, therefore, now proceed up their salary scales on normal incremental dates and receive arrears of pay in respect of increments which they temporarily lost during the mark-time period.

These arrangements, set out in AC Circular 19, apply to officers appointed before the issue of AC 12 in June, 1950. Officers appointed since then should be on the scale appropriate to the points calculated on the recount at April 1, 1950, under AC 12 and 12A. Alterations in beds or points since that recount should be ignored until further notice.

Application of new award

In answer to questions raised on the application of the salaries agreement for administrative and clerical staff announced in AC Circular 17, the Council has reached the following decisions, which are announced in AC 20 (England and Wales). We have not space to give all the examples quoted, but copies of the full circular have been sent to health service branches.

Staff promoted or newly appointed since May 1, 1951:

(a) The new grading structure is being introduced as from May 1, 1951, and the assimilation increases and other arrangements described in Part III of AC 17 shall be applied as at May 1, 1951.

(b) Officers who were in one health service post (other than a local authority) on May 1, 1951, and have since moved to another (including officers who moved after May 1 and before the publication of the circular) shall receive their assimilation at May 1 in their old post in accordance with Part III of AC 17 and then enter the salary scale of their new post (which will also have been graded under the new grading structure) according to the point of entry rules set out in AC 7, and, for Grades A and B, in Part III of AC 17. They then proceed by annual increments to the maximum of the new scale.

Example: An officer in the General Division aged 27 on May 1, 1951 (salary £320) moved on August 1 to a Clerical Division post and entered the Clerical scale at £395. His General Division post is now regraded in Grade B. He is assimilated to the Grade B scale as at May 1 at £390. His present post is now graded in Grade C and he enters the Grade C scale as at August 1 at £415 (not at £445).

There is, however, an exception to this. Any officer who has been promoted or otherwise moved to a new post in a higher grade between May 1, 1951, and the date of publication of AC 17 may, if it is more favourable, continue on the salary scale applicable to his new post under the old grading structure until he would have reached the same or a higher salary if he had entered the new scale in accordance with AC 7 or Part II of AC 17.

Example: Officer was on A.P.T. IV (now regraded E) with salary of £510 on May 1. On June 1 he moved to post graded A.P.T. VI (now regraded F) and entered scale at £595. His first post is now regraded in Grade E, and he enters the scale as at May 1 at £560. Under AC 7 he should enter Grade F on June 1 at £585. Since this is lower than the point on which he actually entered A.P.T. VI, he remains on A.P.T. VI (without alteration or increase) until the Grade F scale overtakes him, i.e. until June 1953, when his salary will be £635. Thereafter he will proceed on Grade F to £660 on June 1, 1954, £685 in 1955, and £710 in 1956.



"I'm from the Dental Estimates Board"

(c) Under AC 7, officers enter the scale of the new grade at the minimum, and under Part II of AC 17 the point of entry to Grades A and B are the 16-25 and 16-23 age-points respectively. But any officer appointed after May 1, 1951, and before the publication of AC 17 will, if it is more favourable, continue on the old salary scale on which he was appointed (without assimilation increase) until he would have reached the same or a higher salary if he had entered the new scale at the normal point of entry. The assimilation increases under Part III of AC Circular No. 17 should not be added.

Examples: (i) Man aged 32 on May 1, 1951,

Division on August 1, 1951, entered scale at £395. Post now graded in Grade C. He enters the new scale as at August 1, at £415 (not at £445).

(ii) Woman aged 26, newly appointed to General Division on August 1, 1951, at £246. Post now regraded in Grade A. She enters Grade A scale as from August 1 at £270 (not at £285).

(iii) Woman aged 29, newly appointed to General Division on August 1, 1951, at £282. Post now regraded Grade A (not repetitive routine work). She continues in the old General Division scale until the Grade A scale overtakes her, i.e. until her second birthday after August 1, 1951, when she goes to £300 in Grade A.

(iv) Woman aged 32 or over, newly appointed to General Division on August 1, at £308. Post now regraded in Grade A (not repetitive routine work). She stays at £308 until the Grade A scale overtakes her—i.e. until her third birthday after August 1, 1951, when she will go to £315 on Grade A.

(d) The special arrangements in paragraphs 1(a), 2, 3 and 4 of Part II of AC 17, whereby officers may proceed to a personal maximum higher than the normal maximum of the scale of their new grade, do not apply to officers who entered their present posts after May 1, 1951, unless the post which they occupied on May 1 and their present post were both in the same grade under the old grading structure.

Examples: (i) Woman newly appointed in August, 1951, to a post in Clerical Division, now graded in Grade A. She now stays on the Clerical Division scale, proceeding by annual increments to £352, but she does not receive the immediate increase of £32, nor the special personal maximum of £376.

(i) Woman in a General Division post on May 1 at £270 (age 28) moved on August 1 to a post in A.P.T. I, entering scale at £390. The first post is now regraded in Grade A, the second in Grade C. She enters the Grade A scale as at May 1, at £315, and receives pay at that rate until July 31. From August 1 she receives the old A.P.T. I scale (without the £40 additional).

(ii) Woman newly appointed on August 1 to a post in A.P.T. I, now Grade C. She keeps the old A.P.T. I scale (without the £40 addition).

(iv) Woman in A.P.T. I post on May 1 moved on August 1 to another A.P.T. I post. Both posts are now in Grade C. She receives the increase of £40 under paragraph 3(iii) or Part III of AC. 17 as from May 1, with a personal right to a scale with a personal maximum of £475, and she retains this personal scale in her second post.

(v) Woman aged 32 or over, newly appointed on August 1 to General Division post at £308. Post now graded as Grade A and classified as having simple repetitive routine duties. She remains at £308 on a personal basis, not £328.

Assimilation of staff in the Temporary Clerical Grade (AC 9) whose posts are regraded in Grade A: Officers under age 25 enter at the appropriate age-point. Officers aged 25 or over enter the Grade A scale at the 25 age-point as from May 1, 1951, or the date of appointment, if later. If they continue in post, they will receive increments annually on their birthdays. But any officer aged over 25 who moved from the Temporary Clerical Grade to the General Division after May 1, 1951 and before the publication of AC 17, will continue on the old General Division scale on a personal basis until the Grade A scale overtakes it, except that an officer whose post is now classified as having simple repetitive routine duties shall not proceed beyond £370 (men) £300 (women) unless he or she was already actually receiving a higher salary on the General Division before the publication of AC 17, in which case he or she will retain that salary on a personal basis without further increments.

Examples: (i) Man aged 32 on May 1, 1951, was at the maximum of the Temporary Clerical

Grade (£290) and was still there when AC 17 was published. He is assimilated to the Grade A scale as at May 1 at £330 and proceeds by the normal annual increments on his birthdays.

(ii) Man aged 32 on May 1, 1951, was at the maximum of the Temporary Clerical Grade (£290). On July 1 he moved to the General Division at £385. His post is now graded in Grade A and classified as simple repetitive routine work. He is assimilated to the Grade A scale at £330 from May 1 to June 30, and from July 1 he continues at £385 on a personal basis without increase.

(iii) A woman aged 30 was on May 1 on the maximum of the Temporary Clerical Grade (£234). On July 1 she moved to the General Division at £290. Her post is now graded Grade A and classified as simple repetitive routine work. She is assimilated to Grade A as at May 1 at £270. From July 1, she returns to the General Division scale, but does not proceed beyond £300. If her Grade A post were not classified as repetitive routine work, she would proceed up the General Division scale until the Grade A scale overtook her.

Assimilation on May 1, 1951, from Miscellaneous II to Grade D, or in other cases of regrading higher than normal: Officers will receive the assimilation increase appropriate to the new grade under paragraph 3 of Part III of AC 17, or enter at the minimum, whichever is the more favourable.

Officers aged under 16 in Grade A: Officers aged under 16 will be paid at the 16 age-rate and continue at that rate until they become 17.

Annual leave in Grade A: There is a misprint in the note in para. 5(b) of Part II of AC 17 referring to annual leave of officers in Grade A attaining the age of 21. For "1½ days" read "1¼ days."

Payments for overtime and extra duty allowance between May 1, 1951, and the publication of AC 17: Overtime and extra duty allowance will be paid on the new rate of salary as from May 1, 1951. Overtime payments made after May 1 to officers whose posts are regraded in Grades, E, F, or G, or who hold posts with executive councils for which salaries are set out in AC 18, will be deducted from the arrears of salary with extra duty allowance where appropriate. If any officer previously but no longer eligible for overtime has received in overtime payments more in cash than the amount of his arrears of basic salary (with extra duty allowance where appropriate) no adjustment will be made.

Allowances in Grade A: The allowances of £20 or £40 payable to pricers and accelerated increments to the special categories of staff mentioned in Part II of AC 17 will be included when individual officers' overtime rates are calculated. Pricers' allowances may be added to the maximum of the scale, but accelerated increments may only be given within the maximum.

Incremental dates in Grades A and B: If the employing authority has adopted the common incremental date system under AC 4, the incremental date in Grades A and B may be the first of the month following the birthday instead of the birthday under paragraph 3 of Part II of AC 17.

AC Circular 20 (Scotland) makes similar provisions for Scottish officers.

Officers who have left health service posts since May 1, 1951 should be sent any pay for which they qualify under AC 17, 18, and 20, if they apply for it.

Catering officers, home wardens and housekeeper-caterers

Negotiations for salary scales for these officers have reached an advanced stage, and it is hoped to reach decisions soon.

ELECTRICITY

by L. G. MOSER

New car allowances and decision on bonus scheme in the offing



GOOD PROGRESS has been made by the committees considering bonus schemes and the revision of the car allowances. They are expected to meet again before the meeting of the National Joint Council to be held this month, when it is hoped these two problems will be settled.

"Fourth leg"

At the time of writing, a second meeting of the National Joint Managerial and Higher Executive Trades Committee has still not been called. The associations on the staff side have joined in strongly protesting to the B.E.A. at the continued delay in dealing with the salaries and conditions of service of these grades. Many of them have been receiving provisional salaries since 1948; now that the negotiating body has at last been set up, it is not unreasonable to ask that it should deal with these urgent problems without any more delay.

The A.M.E.E. continues its policy of trying to poach our members, and so far has given no explanation of its disregard

TRANSPORT

by J. LANCASTER

Waterways staff get another increase in pay



ANOTHER pay rise, the second since last June, has been granted to clerical, supervisory, engineering supervisory, and professional and technical staff employed by the Docks and Inland Waterways Executive. This was decided at the National Joint Council meeting on November 26.

The increase, which dates from December 3 (the award was not made retrospective because it followed so closely on the previous nine to ten per cent increase), adds approximately eight per cent to the recently revised scales and brings them nearer to the local government Charter scales than had seemed likely at the beginning of last year.

The new scales are :

MEN

Class 4: £145 (at age 16) × 15 × 65 × 10 × 20 × 15 × 10(2) × 15 × 20(2) × 15(2) — £375 (at age 28).

Class 3: £400 × 10 — £440

Class 2: £465 × 10(3) × 15 — £510

Class 1: £525 × 10 — £565.

Class "A": £585 × 10 × 15(3) — £640

Class "B": £670 × 15(4) — £730

WOMEN CLERKS

Class 2: 50s. p.w. (at 16) × 6s. 6d. × 22s. 6d. × 5s. 6d.(2) × 4s. 6d. × 2s. 6d.(3) × 4s.(3) × 3s. 6d. — 117s. 6d. (at age 28).

of the usual principles adopted by reputable organisations. It is a pity that it should do this, as I feel that anyone who has at heart the true interests of all of the grades covered by the "fourth leg" should be mainly concerned at this stage with promoting co-operation between the associations represented on the negotiating committee. In particular, their approaches to officers who may or may not come within the jurisdiction of the committee is disappointing, since those who fall for them may be placed in a difficult position.

Increased membership

I have been reading branch annual reports during the last few weeks. All tell of steady—and in some cases large—increases in membership. They also show the tremendous amount of work being done by honorary officers, members of executive committees, and representatives on the various district committees. The less active members who have profited by their colleagues' selfless service owe them a real debt of gratitude.

Class 1: 125s. p.w. × 3s. × 2s.(2) — 132s.
Class "A": 140s. p.w. × 4s.(4) — 156s.
Class "B": 167s. p.w. × 4s.(3) × 5s. — 184s.

ENGINEERING SUPERVISORS

District inspectors, maintenance inspectors, craft maintenance superintendents :

Class 3: £400 × 10 — £440

Class 2: £465 × 10(3) × 15 — £510

Class 1: £525 × 10 — £565

Class "A": £585 × 10 × 15(3) — £640

Class "B": £670 × 15(4) — £730

PROFESSIONAL AND TECHNICAL

Engineering assistants ; technical assistants (estates), draughtsmen (engineering and estates) :

Class "A": £170 (at age 17) × 60 × 15 × 20(2) × 15 × 25 × 20 × 25 × 20 × 25(2) × 10(4) × 15(4) — £540 (at age 36).

Class "B": £590 × 30 × 40 — £660

Class "C": £695 × 35 — £730

Senior and "protected officers"

An application for an increase in the salaries of officers earning more than £730 has been submitted to the Executive.

The Executive is also considering the position of officers receiving "protected" salaries.

N.E.C. to recommend change in the Association's name

IF THIS YEAR'S CONFERENCE agrees, the familiar letters NALGO will in future stand, not for the National Association of Local Government Officers, but for the National and Local Government Officers' Association. This change in the name which the Association has borne since its formation 42 years ago was approved by the National Executive Council at its meeting in Birmingham on December 1, and will be recommended by the Council to Conference. It has long been sought by the members in the national health, electricity, gas, and transport services, who claim that the present name is no longer suited to an Association representing 50,000 officers in public services outside local government. But the short title, NALGO, by which the Association has become known and respected, not in Britain alone but throughout the world, will be retained.

The proposal did not go through without opposition. One objector declared that the suggested new title was incorrect, misleading, and dishonest, since NALGO was not, and could never be, an Association which every "national officer" would be eligible to join. But the majority considered that the new name would be more accurate than the present one.

It was first suggested in a competition won by "L.G.S." in March, 1948—though with the short title NLGOA. The prize in the competition was awarded to UNALGO—Union of National and Local Government Officers.

The name now proposed was submitted to last year's Conference by the St. Helier Group Hospital branch and was approved on a card vote by 105,030 votes to 61,820. Since, however, a two-thirds majority is necessary for a motion involving a change of rule—as this one did—and since the majority was 6,000 short of that, it could not be carried. The President, however, promised that, in view of the vote, the N.E.C. would consider a change before the next Conference.

Also at its Birmingham meeting, the Council approved new draft rules and constitution for the Association, to give effect to the important decisions for its adaptation to meet the needs of members in the nationalised services reached at last year's Conference. These will be printed and sent to branches as soon as possible, and will be submitted to this year's Conference. Other decisions of the Council included:

Representation at Conference: The Council approved a recommendation of the general purposes committee, made after considering various proposals, to adopt as a permanent measure the scale of branch representation at Conference

which has been in temporary use during recent years. This scale, which is to be incorporated in the Association's rules, allows representation on the following basis: Branches of up to 200 members—1 delegate; 201-500 members—2 delegates; 501-1,000 members—3 delegates; 1,001-1,500 members—4 delegates; 1,501-2,500 members—5 delegates; over 2,500 members—6 delegates, plus 1 delegate for each complete 1,000 members over



"Not yet, Tomkins, not yet!"

2,500. On the basis of present membership, this scale will allow 1,632 delegates to attend Conference.

References from 1951 Conference: All the recommendations of the service conditions sub-committee on the matters referred to it from last year's Conference (published in the October "L.G.S.") were approved, with one exception. This was a recommendation that no action be taken to obtain the protection of the National Insurance (Industrial Injuries) Act Regulations for all officers employed in tubercular rehabilitation units and chest clinics and for sanitary inspectors associated with tuberculosis. On the suggestion of the service conditions committee, consideration of this was deferred so that the law and parliamentary committee might consider it.

Pay awards and pensions: The recommendations of the joint negotiating committee for chief officers of local authorities prescribed salary scales to take effect from October 1, 1950, but included a provision allowing local authorities to ante-date the application of these scales to officers coming within five years of retirement age at any time between April 1, 1949, and October 1, 1950, thereby enabling the officers to obtain pensions based on their higher salary during the whole of their last five years of service. Devon county branch asked that a similar

provision should be sought in salaries awards for other officers, and the Council agreed to ask the staff sides of all National Joint Councils on which the Association is represented to keep the point in mind.

Building Society interest rates: Northampton branch criticised the recent increase in interest rates charged by the NALGO Building Society, alleging that the facilities offered by the Society were not as good as those of other building societies, whereas, in the branch's view, they should be better. The branch asked for an investigation by the N.E.C. and a report on the position in "L.G.S." When this was reported to the N.E.C., the Council was reminded that the Building Society was an independent body, and the N.E.C. had no more power to investigate its affairs than it had to investigate the affairs of any other building society. At the same time, the branch had been told the reasons for the change in interest rates, and given figures showing that the N.B.S. was the only building society in the country paying maximum interest rates to its investors yet charging borrowers no more than the minimum charged by other societies.

NALGO filmstrips: The Council approved a proposal of the public relations committee to make a series of film-strips on the work of the public service officer, for use by branches and in schools.

1951 Scholarship scheme: It was reported that 12 members had been awarded ten guineas each for scholarship essays. Four had written essays which the assessors considered deserving of supplementary awards, and these were given an additional £50 each.

NALGO'S diamond jubilee: Both the general purposes and public relations committees have been considering how best to celebrate the fiftieth anniversary of the formation of the Association, which falls in 1955. While it is too early to prepare detailed plans, inquiry is to be made into the desirability of preparing a history of the Association.

H.Q. announcements

Continental holidays

THE SPECIAL activities department has been able to extend the special holiday programme announced last month. More members and their families will thus be able to travel to the continent by air and spend 14 days at a selected hotel for a total cost less than the normal air fare alone.

The remarkably cheap rates—ranging from £25 15s. for a fortnight at Dinard to £41 10s. for a motor-coach tour of Northern Italy—were given in detail on page 677 of December "L.G.S.". The extra holidays planned are:

Sweden: Gothenburg, June 21, £42.
Switzerland: Lugano-Lucerne, one week in each, August 24, £38 10s.

France—by train: Mentone, July 6, £32.

Provisional bookings should be made immediately and members should write at once to the special activities department, 1, York Gate, London, N.W.1.

Readers' Forum

MOBILE LIBRARIES

"A superficial service"

SOME OF THE developments suggested in the NALGO Research Panel's report, summarised in the December "L.G.S.", have been common practice in progressive authorities for years, while the value of others is still being debated among professional librarians.

The work of children's libraries in training young people to read and to use libraries intelligently should be well known. Some fortunate authorities already have flourishing record libraries, while others, no less progressive, are ensuring a first-class book service before breaking new ground.

Few libraries, however, will agree that mobile libraries are a future development to be advocated, except in rural areas and possibly in the largest cities. Elsewhere, they are run now as a substitute for a full library service which will be provided as soon as conditions allow. The library van with the borough arms looks attractive, and is good public relations, but it can provide only a superficial service compared with that of a properly equipped library.

*Central Public Library, J. S. BURDEN
Reading.*

LONDON WEIGHTING

A too long wait?

IT WAS UNDERSTOOD that London weighting would be reviewed immediately after the settlement of the national salary claim, but more than seven months have passed and no statement has been made. May we have the reason for the delay? Secrecy can serve no useful purpose.

"DUM SPIRO, SPERO"

London weighting was raised in the National Joint Council immediately after the salaries claim had been settled, and the negotiations are still in progress. Secrecy will serve a useful purpose if it results in a satisfactory settlement.

A PENSION ANOMALY

War service not counted

IT WAS an articled pupil before the war and when called up in September, 1939, had completed two of the three years of my pupillage. On my demobilisation in 1946, I returned to the local authority where I had previously been a pupil, was put on the permanent staff, and began paying superannuation contributions.

Since I was not receiving any salary at the time of joining the forces, I was not eligible to pay superannuation contributions. I was over 26 when demobilised, and cannot therefore, hope to obtain a full pension in present conditions. Yet had I had some form of remuneration for only a week before my call-up, I should

have been able to reckon the whole of my seven years in the forces as service for pension purposes.

I have tried to get this matter put right through NALGO but—despite much help from various branch and district secretaries—without success, and I should like to find other members similarly placed, so that we may make a concerted effort to get the matter settled to our satisfaction.

Letters for the February journal must reach the editor, 1 York Gate, Regent's Park, London, N.W.1, not later than Monday, January 14.

A further move in which I shall need their assistance is the submission of a motion to next year's Conference. May I ask members to bring this letter to the notice of others who may be affected, and all who are to write to me?

G. J. WHITEHOUSE
*City Engineer's Department,
City Council Chambers,
Portsmouth.*

There are other members in similar plight, and NALGO is doing all it can to help them. Unfortunately, the problem can be solved only by legislation amending the Superannuation Act. An amendment to make the war service of former articled pupils reckoned as non-contributing service stands high on the list of those the Association is now discussing with the associations of local authorities.

"CLOSED SHOP"

Authorities' democratic right

M. T. SLEIGHTHOLM, in the November "L.G.S.", opposes the recommendation of the N.E.C.'s service conditions committee that NALGO, while not seeking enforcement of the "closed shop" principle, should recognise the legal right of local authorities to insist on their staff being members of trade unions. He refers to the closed shop at Durham, but does not mention that those who want to implement it there experienced oppression and poverty when trade unionism was weak. He deprecates local authorities imposing conditions which "strike at the very principles upon which our union, a voluntary democratic association, is founded," but democracy carried to extremes can be as dangerous as no democracy at all, and there was little democracy in Jarrow, Durham or many other depressed areas during the early '30s, when non-members of trade unions outweighed the members.

It is irresponsible to pay lip service to the democratic rights of the individual and

in the same breath to protest against the recognition of the democratic rights of local authorities. In any event, why should trade union members, who are in the majority, contribute financially and materially to improving the conditions of their trade or profession while the minority, enjoying the same benefits, contribute nothing?

13, Hendry Street,
Falkirk, Scotland.

W. MUIRHEAD

No benefits for non-members?

MAY I SUGGEST that future agreements on salaries and service conditions should not be applied to non-members of the trade unions which are party to the agreements? Many employing bodies would object, no doubt, because trade unionism is still anathema to them, but until NALGO learns that we are fighting an endless battle of wits, with no quarter given, we shall always be handicapped in any real trial of strength.

"PAINFUL"

PROMOTION EXAMINATIONS

Guaranteed advance "unworkable"

MR. MCCORMICK's suggestion in the November "L.G.S." that examination success should guarantee promotion is unworkable, if only because of the paucity of higher grade positions, and I am sure that he does not seriously suggest that local authorities should promote people while they continue to "stick on stamps." No, these examinations must be competitive, and therefore there are none of the guarantees that Mr. McCormick would like.

I suggest that NALGO should knuckle down to improving pay and conditions and protecting its members—both qualified and unqualified. Let the local authorities worry about the suitability of candidates for their vacancies.

128, Lymington Avenue, S. WRIGHT
Wood Green, N.22.

"No incentive to study"

THERE IS no incentive today to study for any examination, except perhaps that of the I.M.T.A., because there are no rewards. I passed the old Promotion examination and I have considered taking the final Administrative examination, but what is the use? Even if I pass, I shall still be on the General division.

Mr. McCormick has offered the solution—recognition of examination success by automatic promotion. Percentage grants are no use.

The idea that the Local Government Examinations Board should be formed into an Institute is excellent and I suggest it be called the Institute of Municipal and County Administration. But NALGO's paramount duty is to obtain reward for effort.

"STOOGE"

A.P.T. I "no promotion"

MR. MCCORMICK'S suggestion that success in the Clerical examination should entitle an officer to automatic promotion

to the Clerical division, while success in the Intermediate should put him in A.P.T. I, carries the inference that A.P.T. I is a step higher than the Clerical Division. In fact, the A.P.T. I scale of £440 to £485 is £5 lower than that of the Clerical Division (male) at £445 to £490. NALGO policy should be forward, not backward, and this anomaly should be adjusted at once.

RICHARD T. MORGAN

*Honorary Secretary,
Hewitt branch.***EQUAL PAY****Give it to men, too!**

SO EVERYONE is getting hot under the collar because women want equal pay for equal work. But NALGO has not achieved equal pay for men: in the electricity service, for example, a general clerical grade clerk aged 21 gets £105 a year less than his colleague aged 26, though they are doing equal work. How much longer is this to continue?

Eastern Electricity Board.

H. A. READ

Do the women want it?

IN A RECENT petition for equal pay in this district, most of the signatories were men. In my department, only one woman supported it. The others declined, usually for one of two reasons. Either they were married and looking forward to leaving work to raise a family, but needed to earn money first to help build the home—and they feared that the introduction of equal pay would increase the cost of living, thus making their ambition still harder to achieve; or they thought that, if an employer were committed to equal pay, he would choose a man rather than a woman for the vacant job every time.

Ballasyne branch.

R. M. ROGERS

Equality in other things, too

HOW CAN women expect equal pay when they agitate for pensions for spinsters at an earlier age and still expect an equally tired man to stand up for them in buses?

*Musing Manager,
Town Hall, Stoke Newington.***The married woman's case**

"M. H." paints a rosy picture of what the working married woman does with her salary. Has she never heard of young couples having to pay three, four, and five pounds a week rent; of utility three-piece suites at £92; of dependent in-laws; or of people who hope to have children who will lead a happy, healthy, life in a house that is economically secure? Few married women enjoy doing housework and cooking at night or shopping hurriedly in the lunch hour, but in present conditions they must make these sacrifices in the interests of their future family. If a job is worth a fixed sum, there should be no discrimination against married women because their liabilities may not be so apparent as those of the single woman.

(MRS.) SHIRLEY EROOGA
*Hill End Hospital,
St. Albans, Herts.***HOLIDAY CENTRES****Collars and ties at dinner, please**

THE RULE forbidding the wearing of collars and ties at the NALGO holiday centres is no longer a novelty. May I suggest, therefore, that they should be allowed for evening wear? The change would be appreciated, especially by campers going to town. It might also



"Miss Mills, do stop hinting: if you want to go to Croyde Bay in July, put your name down in the usual manner."

prevent laryngitis in the old and give the young an opportunity to sport their fancy ties. Since the ladies take the trouble to add a little glamour to their evening wear, why should the men be forced to appear nightly like a bunch of emaciated scarecrows?

"WHATSIT"

NALGO has imposed no "rule"—but the holidaymakers themselves insist on observation of this unwritten law to preserve the informality which is so happy a feature of holiday centre life. If "Whatsit" wishes to change it, he must persuade his fellow holidaymakers, who imposed it.

HEALTH STAFFS' PAY**Medical photographers**

I HAVE BEEN a medical photographer since 1948, when I was engaged on a three months' trial at a fixed salary, to be reviewed later. My conditions of employment were not reviewed when I was established because the Whitley Council was understood to be considering the grading of medical photographers. Nothing happened, however, and my case was taken up by the local house committee and board of management in July 1950. A temporary increase was recommended, but higher authority decided to await the recommendation of the Whitley Council. My second application, a year later, was turned down last November because the appropriate Whitley committee would meet during the month. This month has elapsed without result. How much longer must we minorities wait for a grading—without which, it seems, no increase in salary is possible? While all other medical auxiliaries appear to have received an

increase, my salary remains as it was in 1948, despite the ever-rising cost of living.

"MEDICAL PHOTOGRAPHER"

Salaries of medical photographers are being discussed by Committee E of Professional and Technical Council "B."

Venereology technicians

ALTHOUGH it is now 41 months since vesting day, technicians in venereology have still not had their posts graded. Believing that their positions would be made clear, they have continued to train and work for less pay than new entrants to the National Health Service, who have benefited from a Whitley Council award. Well-organised groups, such as the medical laboratory technologists, have had two substantial increases in pay in two and a half years. Justice, it seems, operates only on the side of big battalions.

The staff side of the nurses' and midwives' council was to have discussed our grading on October 12, but no one knows what happened. Is a section of the staff side putting a brake on the settlement? If so, I suggest the technicians concerned should consider approaching their M.P.s to get the subject raised in Parliament.

R. A. HENDERSON

139, Kestrel Road,
Glasgow, W.3.

The need for early attention to be given to the position of venereology technicians and other auxiliary nursing grades is being strongly pressed on the staff side of the Nurses and Midwives Council.

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"ABINGDON" WRITES HIS NALGO

D H A R Y

NEVER AGAIN will 1,500 delegates at a NALGO Conference settle down with what has become the customary excited anticipation to hear J. H. ROBINSON's annual demonstration of how to enliven even the presentation of accounts with mordant wit. For Mr. Robinson, who is city treasurer of Leeds, is resigning from the honorary treasurership of the Association.

He announced his decision at the meeting of the National Executive Council last month. From the day of his election to the office, in 1946, he has stressed the need for the Association to be soundly established financially, with ample reserves. Now that his object has been achieved, with a new subscription scale and provision to set aside £50,000 for the reserve fund in

each of the next ten years, Mr. Robinson considers his task to be ended—though he will remain in office until the Council has appointed his successor.

In a farewell speech to his colleagues, he voiced regret that he was not younger, so that he could continue to work for the Association at branch and district level. Many will share that regret—though they will also hope and believe, with me, that Mr. Robinson's great experience and shrewd advice will not be altogether lost to the Association of which he has been so outstanding a leader.

W. Pitt Steele

AT THE SAME MEETING, the Council bade farewell to another of its most popular and influential members, W. PITTS STEELE, superintendent of the Aldersbrook Children's Homes, East Ham. Mr. Pitt Steele had a serious illness only last year and, though he returned to work, has been warned by his doctors that he must give up most of his activities. Elected to the Council in 1944, he has been one of its most active members, not only at national level, but also in branch and district, with a wide range of interests and exceptional enthusiasm and pertinacity. In his farewell to the Council, he reminded



Mr. Pitt Steele

members of the amicable working arrangements between NALGO and the National Association of Administrators of Local Government Establishments—now the Association of Hospital and Welfare Administrators—of which he was one of the chief architects, and hoped that the Association would continue to protect the interests of hospital and institution staffs and foster the goodwill which had been created. NALGO can ill afford to lose men of such quality.

Typing pool to House of Lords

I WAS PARTICULARLY interested in last month's Dissolution Honours, for they meant that a former colleague in the typing pool at Headquarters is now the wife of a member of the House of Lords. She is LADY MATHERS, wife of the new LORD MATHERS; former Labour M.P. for West Edinburgh, Linlithgowshire, and West Lothian, and from 1946 to last year Lord High Commissioner to the General Assembly of the Church of Scotland.

Lady Mathers was a sister of the late Willie Graham, M.P., one of the Labour Party's most brilliant financial experts, and helped him in his Parliamentary work. After his sudden death in 1932, she came to NALGO, working first as a temporary typist, then as an assistant in the Building Society. She remained a popular member of the staff until 1940, when she married George Mathers, the marriage taking place in the crypt of the House of Commons.

Education in London

THE IMPORTANCE, value, and scope of the London County Council's education service was ably demonstrated at an exhibition at County Hall last month. The display showed, in pictures, models, and equipment, the wide range of schools, institutes, and colleges, modern methods of teaching, and the great variety of subjects taught. Separate sections and displays demonstrated the work of teachers' training colleges, special schools for handicapped children, and evening institutes.

Hobbies support the B. & O. Fund

MEMBERS OF EALING branch put their hobbies to good use, holding an annual exhibition and sale of work for the Benevolent and Orphan Fund. At the latest display, held at the end of November, the work, and gifts of more than 100 members—ranging from toys to tomatoes, pottery to pickles—raised £82 6s. 9d., £20 more than last year, and after deducting total expenses—5s. 6d. for a tin of salmon

to fill sandwiches made from the bread freely supplied by local tradesmen—the branch sent £82 2s. 3d. to the Fund. A new feature which might well be adopted by other branches was the "portrait corner," where a couple of members of the treasurer's department plied their skill with cameras and found many willing, and paying, sitters.

Radio ambulances at Gillingham

LAST MONTH'S shocking bus accident at Gillingham, in which 24 cadets were killed and 18 injured, provided a striking demonstration of the value of the radio control system with which Kent county council has equipped its ambulances. H. ROBINSON, who was in charge of the Rochester ambulance station, received the first call—for one ambulance—at 5.59 p.m. The ambulance was at the scene at 6.05 when the crew, seeing the scale of the disaster, at once called by radio for more help, with the result that three more ambulances were there within ten minutes.

The radio was also used to warn the hospitals and to summon police reinforcements much more rapidly than would have been possible by telephone. The county council introduced radio control on ambulances in Rochester, Chatham, and Gillingham last year, and it is the first scheme of its kind in the home counties; its initial use has been so successful that it is to be extended to other parts of Kent,

Officers to mayors

HEREFORD branch's claim, which I recorded last month, to a unique distinction in having two former members now sitting as councillors, has been quickly challenged. W. A. HARGEST, secretary and past president of Brecknockshire branch, tells me that he was himself mayor of Brecon borough in 1946, that C. W. BEST, former county surveyor and a past president of the branch was mayor in 1904, that ALBERT JOLLY, former clerk of the county council, was mayor in 1938, and that W. H. SCHOLEFIELD, another past president of the branch, is due for election to the mayoralty in 1953. This is a remarkable record—though it does not strictly compare with Hereford's, whose former members sit on its own council.

Another L.G.O. M.P.

I HEAR of yet another former local government officer who is now a Member of Parliament. He is N. J. COLE, Liberal and Conservative M.P. for South Bedfordshire, and a former member of the London County Council staff.

New Gas Council chairman

GAS SERVICE members—and particularly those who have sat on the staff side of the National Joint Council—will wish to congratulate Colonel HAROLD SMITH on his appointment to the chairmanship of the Gas Council. Colonel

At Random

by 'HYPERION'

Thought for the new year

Disappointments should be cremated, not embalmed.—*Colm Brogan*.

Full employment

There are three kinds of bees—queens, workers and drones. The workers do all the work, but the drones are lazy things. But when you come to think of it, the drones are not so lazy as you might think at first sight, because they do all the mating.—*Extract from schoolgirl's essay*.

A royal drone

*Henry the Eighth,
Had thucthetithion of mateth,
He intithited that the monkth
Were a lathy lot of skunkth.*

E. C. Bentley.

Queue jumping ?

A cemetery registrar admitted in court yesterday that there was "favouritism" at the local crematorium.—*Daily Mirror*.

The octopus

*Tell me, O Octopus, I beg
Is those things' arms, or is they legs ?
I marvel at thee, Octopus,
If I were thou, I'd call me Us.*

Ogden Nash.

"Abingdon's" NALGO Diary continued

Smith has been deputy-chairman of the Council since July 1948, but he is best known to NALGO negotiators as chairman of the N.J.C. a position which he has filled with undeviating courtesy and impartiality.

Studying our way

NALGO'S wide-ranging activities in negotiation and in personal service to its members are not easy to explain to its own members, let alone to people from other countries, but P. W. ENGLISH, Ilford branch president, described them clearly and vividly to six Germans—five local government officers and one councillor—last month. They were spending a fortnight at Ilford, studying our local



Members of Ilford branch executive committee discuss local government problems with their German visitors.

Unwelcome post-bag

Every morning of his life he received a dozen letters asking him for money for some deserving charity, and though he tore them all up and threw away the pieces he felt the poorer in his pocket for having received them.—*Enid Bagnold*.

Law of diminishing returns

A man snatches the first kiss, pleads for the second, demands the third, takes the fourth, accepts the fifth—and endures all the rest.—*Helen Rowland*.

Problem of theology

An American Sunday school teacher was asked by a member of her class if she could explain how, if God was almighty, the devil should have so free a hand in human affairs.

"Oh," she explained, "God is almighty right enough, but the devil is a deal quicker."

Well, how ?

How to make a cup of tea after an atom bomb attack is one of the civil defence courses being given to south-east London housewives.—*Evening Standard*.

The play's the thing

"My wife and I are not prudes, but we avoid each other's eyes and switch off in nine cases out of ten when plays are being broadcast."—*Letter in News Chronicle*.

government system, and the branch executive arranged an informal reception for them one evening, at which they were able to compare notes with their English counterparts. The evening, arranged by J. R. CLARK, branch P.R.O., was instructive for all.

Olympic skater

CONGRATULATIONS TO PERI V. HORNE, an assistant at Hammersmith libraries, who, with her partner Mr. R. Lockwood, has been selected by the National Skating Association as one of the two skating pairs to represent Britain at the next Olympic games at Oslo. Nineteen-year-old Miss Horne is a member of the Queen's Ice Club, and experts predict that she will win the all-Britain championship this year. She will also be skating for Britain in the European championship contest at Vienna, and in the world championship contest in Paris.

Retirement

My good wishes to : A. C. YOUNGSON, chief clerk, N. Scotland Hydro-Electric board, who retired last month after 33 years' service. He was formerly on the staff of Aberdeen Corporation.

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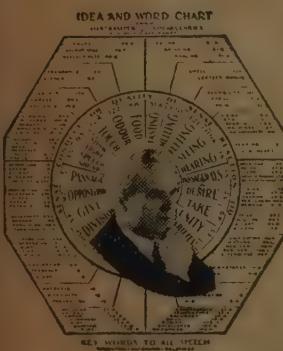
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Education notes

by K. S. CARTER

"NATIONAL HEALTH SERVICE officers must train themselves to use judgment and understanding in their work, and to face the future rather than copy the past. It is no longer enough to have a retentive memory and an ability to repeat a fixed technique." This was the view expressed by L. SIMS, chairman of the East Midland district health services consultative committee, at the week-end school for health staffs organised last November, by the consultative and area education committees and held at "The Hayes," Swanwick, Derbyshire.

His view was endorsed by SIR BASIL GIBSON, chairman of the Sheffield Regional Hospital Board, who opened the school. It was essential, he said, for the new service to be both human in outlook and efficient in operation, and it was therefore important to provide good training facilities and a forum where the staff of all branches of the service could discuss their common problems.

The programme for the East Midland school was designed to serve this purpose, and it achieved its aim. Discussion among students after the lectures revealed an understanding of and interest in the subjects covered.

The first lecturer was DR. S. SHONE, deputy medical officer to Sheffield Regional Hospital Board, who surveyed the history of the health services, commented on present practice, and said that, for the future, there was no need for great changes to be made. The administration of hospitals should not be returned to local authorities: such a move would be opposed by the medical profession.

Despite Ministry of Health guidance on many matters, the most important question—how far preventive medicine should take priority over curative medicine—had not yet been settled.

The present division of responsibility for some services between the local authority, the general practitioner, and the Regional Hospital Board complicated their administration. While, for example, local authorities were responsible for the after-care of hospital patients and should therefore be notified by the hospital when patients living in their area were discharged, it was a hospital tradition to notify the patient's own doctor, and the medical officer of health usually had to wait for the doctor to tell him of the need for after-care.

The school medical service should, thought Dr. Shone, be undertaken by the general practitioner. The child was primarily his patient, and there seemed no good reason for having one doctor during school time and another for emergency calls and holidays.

Concern over the acute overcrowding

of mental hospitals was expressed by K. C. WHITE, secretary, finance and supplies officer of Leicester No. 4 Hospital Management Committee. As an ageing nation, enjoying an increasing expectation of life, Mr. White asked whether enough was being done to make our minds last as long as our bodies. To some extent, the fact that they did not do so had aggravated the overcrowding problem. Half our buildings were old-fashioned and expensive to run, and many of them were isolated in the country. This created a special staffing problem.

Recruitment of mental nurses, despite many and various schemes, had not improved, and he suggested that all nurses should be required to have training and experience in mental hospitals.

There were administrative difficulties in this field, too, arising out of the increase in the number of out-patient clinics, and there was need for greater co-ordination between local health authorities and the National Health Service in dealing with those needing guidance and treatment.

Mental sufferers should not be admitted to general hospitals, thought Mr. White. They could attend general out-patient departments, but if sustained psychiatric treatment became necessary, they should enter mental hospitals.

J. H. CARGILL, clerk of Sheffield Executive Council, who lectured on the constitution and functions of executive councils, was pessimistic about the future of health centres. There was little hope of their being generally established, he said, because the professions would not support the experiment.

S. HILL, secretary, Northampton and district hospital management committee, raised some controversial issues on the administration of a group of hospitals: only the management committee, the finance committee and the medical and nursing advisory committees were essential, he thought, plus a co-ordinating committee of chairmen. Efficient administration, however, should not be regarded as an end in itself; the test for every proposal should be, "Does this help the patient?"

The last lecture, on "The Law in relation to hospital administration," was given by L. J. THOMAS, legal adviser, Sheffield regional hospital board, whose knowledge of the subject tempered with a pleasant sense of humour gave it an interest hitherto unsuspected by many students. The success of this school and of other similar schools held last year, has proved that NALGO is doing valuable service by taking the initiative in the education and training of officers in the National Health Service.

A national medical service

Still on a health note, I hear that London University is arranging an excellent short residential course on "Problems of a National Medical Service," to be held at Battle of Britain House, Northwood, Middlesex, from January 25 to 27. The lecturers will be ANDREW TOPPING, Dean of the London School of Hygiene and Tropical Medicine, and J. A. SCOTT, deputy chief medical officer of the L.C.C. The fee of £1 1s. covers tuition and accommodation. Apply to the Director, Department of Extra-Mural Studies, University Extension Courses, Senate House, W.C.1.

1952 summer schools

Our Continental summer school next year will be on French public administration, and I expect it will be held from September 8-15, at the Collège Britannique, Paris.

Mackintosh Hall, St. Andrews, has been booked for the 1952 Scottish summer school, to be held from August 23 to 30. It is hoped that this year's programme can be arranged to interest English as well as Scottish members. Details will be sent to branches when they are ready.

A new year resolution

I am often surprised at the little time some students allow themselves to study for examinations—sometimes no more than five or six months. Part-time study is not easy, so plan ahead and give yourself a reasonable chance to absorb your subjects. Resolve now that by January 1, 1953, you will be well on the way to becoming qualified for a senior appointment, and start studying now!

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Intermediate and Final Examinations will be held during the week beginning 28th April, 1952.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 1st February, 1952.

CLERICAL DIVISION EXAMINATION

The next Clerical Division Examination will be held on 9th and 10th June, 1952.

Applications to sit, which must be made on the prescribed form, must be received by the Secretary not later than 1st March, 1952.

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For further details, syllabus and entry forms, apply to The Secretary,

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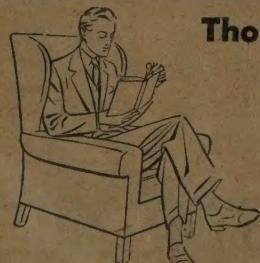
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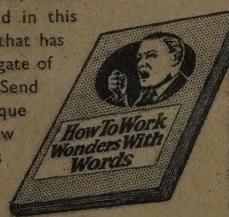
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